# dhhs New Hampshire Department of HEALTH AND HUMAN SERVICES



### Department of Balety

Division of State Police

### Child Care Licensing Training Seminar

March 30, 2015 6:00 - 7:30 p.m.

Brown Building 129 Pleasant Street Concord, NH

Presented by Child Care Licensing and the Criminal Records Unit





# needs to complete a background check?

#### CHILD CARE:

**ALL** child care personnel working 5 or more hours in a week, or more than one hour per day. Child care personnel, whether professional or non-professional, paid or volunteer, who are engaged in the program, include the following:

- center director/site director/family child care provider/applicant;
- all professionals or other individuals who work with children in the program, and/or who have authority over the operations of the program; and
- all household members who are acting as family child care workers and assistants, or who reside in the home of an applicant for licensure as a program, when the program is located in that home.

#### **RESIDENTIAL:**

**ALL** direct care and program staff who are in the presence of residents for more than 5 hours per week. Program staff, both professional and non-professional, including direct care staff, who are responsible for the supervision, care, or treatment of residents, include:

- program director/applicant;
- all professional or other individuals who work with children in the program; and
- all household members who reside in the residential child care program other than child care personnel or children admitted to the residential child care program.





# WHAT are the different types of background checks?

## WHEN does one need to be completed? FAMILY BASED PROGRAMS:

### **CENTER BASED PROGRAMS:**

- ~ Infant/Toddler Program
- ~ Preschool Program
- ~ Group Child Care Center
- ~ School Age Program
- ~ Night Care Program



- ~ Family Child Care
- ~ Family Group Child Care
- ~ Night Care Program

### State of NH background check ONLY

- Upon hire or of becoming a household member at any licensed child care **IF** fingerprints were done in the previous three years; and
- Every three years at renewal of the program license.

Exception: State background checks and H&P submissions are not required at renewal if they were completed during the 12 months preceding the license expiration. (This is NOT a provision in residential programs. They MUST submit state background checks and H&Ps for all staff at renewal.)

### State of NH background check w/FBI fingerprints

- Upon hire or of becoming a household member at any licensed child care;
- New applicants for licensure.

#### **Exception:**

Fingerprints completed in the last three years, while working in another licensed child care program, do not need to be done upon hire at a new licensed program.

# WHERE do I obtain the Child Care Licensing release forms?

The two Criminal History Record Information Authorization forms, as well as the Household and Personnel Forms are located on the Child Care Licensing web page. Enter the following URL into your web browser, and press enter.

### http://www.dhhs.nh.gov/oos/cclu/index.htm

Program InformationFingerprinting



# Fingerprint/State Background Check Form - CCLU1



#### State of New Hampshire

CCLU 1

#### Criminal Records Unit

Department of Safety DIVISION OF STATE POLICE 33 Hazen Drive, Concord, NH 03305

NEW HAMPSHIRE HEALTH AND HUMAN SERVICES CRIMINAL HISTORY RECORD INFORMATION AUTHORIZATION

#### CHILD DAY CARE NH RSA 170-E:7 II CHILD CARE INSTITUTIONS RSA 170-E:29-a: II

#### INSTRUCTIONS

NH BSA 106-B:14 and Administrative Rule Sof.C 5700 authorities the dissemination of NH Criminal History Record Information (CHRI) for non-criminal pastice purposes. In NII, all CHRII is confidential and released only upon the knowledge and permation of the individual of whom the request is made. Both Section I and Section II must be completed. All requests by mail must have both sections completed and Section II notatrized.

	SECTION I			SECT	TION II	
NAME:  Last ADDRESS:  STREET  ALL previous last name	Rnt CITY	STATE	MI ZIP CODE	I hereby authorize the release of any, to the following individual:  Mychelle Brown/DHHS, 129 Pleasant Street	Child Care Lie	censing Unit
DOB:Hair	ColorEye	Color.	Sex:	Your Signature:		Date
Driver's License #: My signature below certifie information provided is true	s I am the individual liste	St	ste:	Notary Signature: (AFF	( Seal)	(comm. exp)
Signature: Date:			F. Wedner	MICHAEL RECORD		

#### RECORD CHALLENGE

Sel-CS-Rk1.2 Procedure for Correcting a CHRI (a) Beross or their attempts desiring account to their CHRI for the purpose of challenge or correction shall appear at the control apposition, (b) A copy shall be provided to a personn if after review bride inclinates to which send that copy to pursue the challenge or correction shall appear at the control appear of the review of the send of the correction of the first CHRI which he due believes to be inaccentate or incorrect, and shall also give a connect control extended to the review of the control of the first control and the control of the first control of the cont

WARNING: The Division of State Police is the Criminal Record Repository for the State of New Hampshire. The record you have received is based only on what has been reported to the Repository and may not be a complete Criminal History Record of the named individual.

FEES	Child Cate Program:	
□ LIVESCAN or □ INKED - \$22.25	License #:	
Plane include:  Hingerprint card if inked.  Payment payable to: State of NH – Criminal Records  This notarized form with original signatures.	Prepaid Account (if applicable):	
Mail to:	Program Physical Address (Street, City, State, Zip)	
NH State Police, Criminal Record Unit 33 Hazen Drive	Program Mailing Address (Street or PO Box, City, State, Zip)	
Concord, NH 03301	Effective 02/20/15	

# State Background Check ONLY Form – CCLU2



#### State of New Hampshire

CCLU 2

#### Criminal Records Unit

Department of Safety DIVISION OF STATE POLICE

33 Hazen Drive, Concord, NH 03305

NEW HAMPSHIRE HEALTH AND HUMAN SERVICES CRIMINAL HISTORY RECORD INFORMATION AUTHORIZATION

#### CHILD DAY CARE NH RSA 170-E:7 II CHILD CARE INSTITUTIONS RSA 170-E:29-a: II

#### INSTRUCTIONS

NH BSA 166-B:14 and Administrative Rule Saf-C 5700 authorizes the dissemination of NH Criminal History Record Information (CHRI) from non-criminal positic purposes. In NH, all CHRI is confidential and released only upon the knowledge and permission of the Individual of whom the request is made, Both Section I and Section II must be completed. All requests by mail must have both sections completed and Section II notatrized.

SECTION I	SECTION II	
NAME:  Last First MI  ADDRESS:  STRIET CITY STATE ZIP CODE  ALL previous last names:	I hereby authorize the release of my criminal record conviction(s), if any, to the following individual:  Mychelle Brown/DHHS, Child Care Licensing Unit 129 Pleasant Street, Concord, NH 03301	
DOB: Hair Color: Eye Color: Sex:	Your SignatureDate	
Driver's Liœnse #:State:	Notary Signature: (AFR Seat) (comm. eap.)	
My signature below certifies I am the individual listed above and the information provided is true.		
Signature: Date: Date: Signed under penalty of unawers fainfication pursuant to ESA 641:5	CHOCKER OF THE MALES	

#### RECORD CHALLENGE

Sel-CS 9A.12 <u>Procedure for Correcting a CREE</u> (a) Fluxous or their attempty desiring account to their CREE (re the purpose of challengs or correction shall appear at the control reports), (b) A copy shall be provided to a general of their review whole indicates hookbe mode the copy to pursue the engine, (c) Any present shall identify that portion of birther CREE which hold she believes to be inaccurate or incorrect, and shall also give a count-varion to the convent of the reason that after the birther highest version to be inaccurate or incorrect, and shall also give a count-varion to the convent of the reason that after the birther highest part of the results of the reason that after the birther and contact the law enforcement agency or court which submitted the record to compant the information to determine whether the challengs is valid; (2) If the challengs is valid, and the pursue in a discussion of the present and appropriate CRA shall be notified; and (5) If the challengs is in realist, the person shall be information advised of the right to appeal pursuent to RSA 541. (6) When a source of the short connected, the division shall notify all non-criminal patients appeared, to whom the data has been distincted in the strength of the challengs in the shall be critical to review the information that its crystal dates, and moults of each formal stage of the criminal justice process through which he passes, to ensure that all uses they are comprisely and accurately recorded.

WA RNING: The Division of State Police is the Criminal Resord Repository for the State of New Hampshire. The resord you have reserved is based only on what has been reported to the Repository and may not be a complete Criminal History Resord of the named individual.

TEES	Child Char Day			
NH STATE ONLY BACKGROUND CHECK \$7.50	Child Care Program:			
	License #:			
Next include:				
Payment payable to: State of NH - Criminal Records	Prepaid Account (if applicable):			
This notarized form with original signatures.	repair recons (nappresse).			
Mail to:	Program Physical Address (Street, City, State, Zip)			
	110000000000000000000000000000000000000			
NH State Police, Criminal Record Unit				
33 Hazen Drive	Program Mailing Address (Street or PO Box, City, State, Zip)			
Concord, NH 03301	regions maning resource (success of to tree, city, max, rip)			
Concord, NH 05501	Effective 92/20/15			



### Household and Personnel Form (H&P)

What is it: This form indicates to Child Care licensing staff that you have hired new staff, any new members to your household for family child care and/or who your current staff are at licensing renewal.

What does it do: It triggers CCLU to check the DCYF Central Registry for abuse and neglect findings, and the National Sex Offender Registry. It also tells CCLU that they should be expecting background check results from State Police.

What happens next: We return this form to you once all checks are completed. If you do not send an H&P, as required, you will not be notified that background checks have been completed and will have no record of such on file for the Department to review during a licensing visit.

How do I know what dates to put in the State & FBI columns on the H&P? New staff should know the date they had their fingerprints run if completed in the last three years. If they are unsure CALL CCLU at 271-9025 and we'll let you know. That date needs to be indicated on the form along with the date you mailed your state background check form and payment to state police.

In some cases these dates are the same and in some cases they are different. The date the state background check was mailed to state police should always be the same day that you mail the H&P to CCLU, as they should be completed simultaneously.

You SHOULD NOT submit an H&P for anyone who does not require a complete background check (all those working or volunteering less than 5 hours a week).

### Things individuals should know when getting their fingerprints done:

Afterschool programs are child care programs. While after school programs may operate in a school, with school children and with the staff who may also work in the school as school personnel, the afterschool program is CHILD CARE. Therefore, if individuals undergo an FBI background check, and inform the fingerprint staff that they work "at a school" the wrong background check may be completed. Results of background checks for schools are released to the individual SAU's ONLY, and not the Department of Health and Human Services. If this occurs the entire process of completing State of NH and FBI background checks will need to be completed again and all fees paid again, as the results cannot be shared between DOE and DHHS, per RSA 170-E:7 I.

**YES** you have to complete fingerprints the State of NH and FBI background check again even if you have had them done for other employment positions, such as the school, merchant marines, army, nurse, etc.

**NO** you DO NOT need to complete them again if they were done in the last three years to become a foster parent or a legally, licensed exempt child care provider. In those cases you would only be required to complete a state background.

I'm a teacher. I

work in child

care.

### **RESIDENTIAL PROGRAMS:**

- ~ Group Homes
- ~ Child Care Institutions
- ~ Independent Living Homes
- ~ Homeless Youth Shelters

All new hires must complete and sign a sworn statement declaring they have no criminal convictions that would pose a threat to the health and safety of children. This statement is to be maintained on file at your program, do not send it to CCLU.

State of NH background checks must be completed for all staff:

- upon hire or of becoming a household member *IF* fingerprints were done in the previous three years; and
- at renewal of the program license.

FBI background checks must be completed for:

- all staff upon hire or of becoming a household member;
- all staff at renewal **IF** not done yet; and
- new applicants for licensure.

#### **Exception:**

Fingerprints completed in the last three years, while working in another licensed child care or residential program, do not need to be done upon hire at a new licensed program.







### **Criminal Convictions**

The more accurately that background checks are done, the quicker you receive results from CCLU.

- Correct form used & submitted to Dept. of Safety, Criminal Records Unit with the correct amount for processing;
- Correct background check completed; and
- H&P submitted to CCLU.

We recommend programs complete their own state background checks for new employees as we cannot share criminal history results, we can only inform a program as to our determination as to whether or not the staff pose a risk to children at the time in which the background check was completed.

When an individual has a criminal history record a supervisor determines if an investigation of the circumstances around the conviction is warranted. This requires a request of court documents from the local courts. This process can take approximately 4 weeks depending on the courts availability. Once records are received the supervisor determines if additional information is needed from the individual, such as proof that any court ordered training, probation, restitution, etc. has been completed, as well as character references and evidence to show the individual does not pose a risk to the health and safety of children, a request is sent to the individual with a deadline as to when the documentation must be received in CCLU.

After CCLU receives and reviews the documentation, a final determination is made and the individual and program is notified of that determination.

#### **2014 Results**

Total # of Convictions: 480

# of SimpleAssault convictions: 70

# of Individuals Excluded from working in a child care

program: 6

# PRESCHOOL ADMINISTRATOR STOLE MONEY FROM ACCOUNTS

**New Hampshire Criminal Attorney** 

- This recent 2014 case shows another danger that can exist, that child care agencies need to be cautious of when hiring workers.
- Even if the applicant is not a direct danger to children, theft, embezzlement, and other financial crimes may pose a risk to the welfare of the child care agency as a whole.

# How Do I Start the Background Check Process?

- Complete a Child Care Licensing Form
  - Complete Sections I <u>and</u> II
    - Section II must be completed for release to the DHHS Child Care Licensing Unit. This section should not be made out to the applicant, or to their specific agency.

#### Notarize Form

 Section II must be signed in front of a notary, granting your permission for the DHHS Child Care Licensing Unit to receive your Criminal Record. The notary must sign and seal the form.



#### State of New Hampshire

CCLU I

#### Criminal Records Unit

Department of Safety DIVISION OF STATE POLICE 33 Hazen Drive, Concord, NH 03305

NEW HAMPSHIRE HEALTH AND HUMAN SERVICES CRIMINAL HISTORY RECORD INFORMATION AUTHORIZATION

CHILD DAY CARE NH RSA 170-E:7 II CHILD CARE INSTITUTIONS RSA 170-E:29-a: II

#### INSTRUCTION

NH BSA 166-B:14 and Administrative Bule Suf. 6-5700 outhorizes the dissemination of NH Criminal History Record Information (CHRD) for non-criminal justice purposes. In NH, all CHRB is confidential and released only upon the knowledge and permaton of the Individual of who the request is made. Both Section I and Section II must be completed. All requests by mail must have both sections completed and Section II

SECTION I	SECTION II	
NAME:   Last   First   M	ary, to the rottowing intervious.	
STREET CITY STATE ZIPCO ALL previous last names:	Mychelle Brown/DHHS, Child Care Licensing Unit 129 Pleasant Street, Concord, NH 03301	
DOB: Hair Color Eye Color Sex:_	Your SignatureDate	
Driver's License #: State: My signature below certifies I am the individual listed above and the information provided is true.	Notary Signature: (AFFR Seat) (comm. exp.)	
Signature: Date: Signed under penalty of survers fabilitation pursuase to ESA 661:3	CHICAGO WILLIAM OF YETHER SECRET TO CHILLIAM OF	

#### RECORD CHALLENGE

SACC SML1 Procedum Bri Correcting a CHRI (a) Bresses or their attempts desting access to their CHRI for the purpose of challange or correction shall appear at the central appoints; (b) A carpy shall be provided to a person if after review which indicates believe beauth to explore the challange of the process and appear and the central appear and the process of the state of the central appear and the central appear and the central appear and the process of their central and the central appear and the central and the central appear and the central appear and the central and contact the lower discretization to be correct. (d) The director shall that the following actions within 30 days of receipt of challange (1) Robin the recent and contact the lower discretization appear or court which submitted the recent to compant the information to determine whether the challenge is valid; (2) If the challenge is valid, which means often in a discretization between the information submitted of the information to determine whether the challenge is valid; (2) If the challenge is valid, which means often in a discretization between the information submitted of the lower of the contract and the process and appropriate CMs shall be notified; and (3) If the challenge is invalid, the process shall be informed and advised of the right to appear pursuant to RSA SML.

(b) When a so come has been connected, the division shall notify all non-certificated justices appear to the store discontinuation that accords the facts, dates, and mushs of each formal stage of the criminal justice process through which be passes, to ensure that all such that pass are completely and accordably recorded.

WA RNING: The Division of State Police is the Criminal Record Repository for the State of New Hampshire. The record you have received is based only on what has been reported to the Repository and may not be a complete Criminal History Record of the named individual.

FEES	Child Care Program:
□ LIVESCAN or □ INKED - \$22.25	•
Please include:	License #:
<ul> <li>Fingerprint card if inked.</li> </ul>	Prepaid Account (if applicable):
<ul> <li>Payment payable to: State of NH – Criminal Records</li> <li>This notarized form with original signatures.</li> </ul>	
- This isolation form with original signatures.	Program Physical Address (Street, City, State, Zip)
Mail to:	
NH State Police, Criminal Record Unit	Program Mailing Address (Street or PO Box, City, State, Zip)
33 Hazen Drive	
Concord, NH 03301	Effective 02/20/15

### What's Next?

### Submitting by Mail

- The completed Criminal Record Release Authorization Form must be sent to the NH State Police Criminal Records Unit, along with:
  - A payment of \$22.25, paid by:
    - Check
    - Money Order
    - Prepaid Account
  - A fingerprint card, completed with the applicant's <u>complete</u> demographic information.

### Submitting in Person

- The completed Criminal Record Release Authorization Form must be brought to a NHSP Livescan Location, along with:
  - A payment of \$22.25, paid by:
    - Credit Card (American Express, Visa, or MasterCard)
    - Cash
    - Check
    - Money Order
    - Prepaid Account
  - One form of official photo ID, such as a valid driver's license or valid passport.

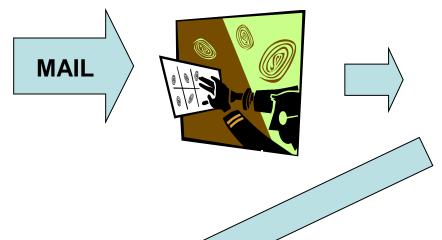
Keep in mind, that the applicant will not receive this information or any of their forms back. Everything will be sent directly to the DHHS. In some cases, only a NH State check may be required, for which the fee is \$7.50.

## NH & FBI CHRI Check

Criminal Record Release Authorization Form is completed



Fingerprints are taken at Police Department



**FBI** 

Form and fingerprints are sent to NHSP Criminal Records with payment

New Hampshire State
Police
Criminal Records Unit
33 Hazen Drive
Concord, NH 03305









Form and payment are processed at NHSP Livescan site



Fingerprint results and NH Criminal History results are matched

Both results are sent to the DHHS Child Care Licensing Unit



DHHS Child Care Licensing Unit 129 Pleasant St. Concord, NH 03301

## Livescan vs. Ink Prints

### Livescan (at NHSP Sites)

### Easy

 Livescans produce clearer images, and are easier to take and correct. Prints are transferred electronically, and are cleaner, as there is no actual ink.

#### Cost Effective

 All fees are collected by NHSP at the time of the Livescan, so there are no additional processing fees.

#### Efficient

 Everything is collected together; NHSP does not have to wait for the prints or payment to be sent from another agency. Prints can be sent and results returned much faster.

### Ink Prints

#### Difficult

 Ink prints are harder to take, and are prone to smudging or distortion. Mistakes are difficult to correct. The FBI rejection rate is higher.

### Expensive

 Police Departments or other agencies may collect their own processing fees, costing the applicant more money, sometimes upwards of \$50.

#### Inefficient

Oftentimes, Police
 Departments will wait for
 several submissions before
 sending payment to NHSP,
 resulting in long wait times
 for print results.

## **Livescan Locations**

- The NHSP Criminal Records Unit maintains six Livescan Sites
  - Concord HQ
  - Manchester DMV
  - Dover Point DMV
  - Troop C Keene
  - Troop E Tamworth
  - Troop F Twin Mountain

### LIVESCAN



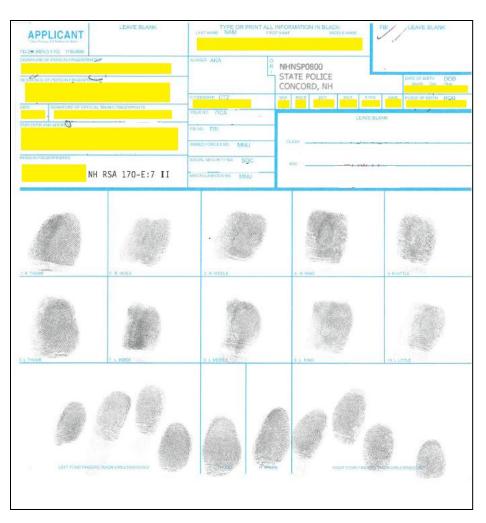






- Clean Process
- Completed in less than
   15 minutes
- Quality nearly 100%

# **TENPRINT CARD**



- Ink cards must be filled out with <u>all pertinent information</u> before sending to NHSP Criminal Records
- This includes:
  - Full Name
  - Full Date of Birth
  - State or Country of Birth
  - Country of Citizenship
  - Sex
  - Race
  - Height
  - Weight
  - Eye and Hair Colors
  - Residence of Applicant
  - Address of Child Care Agency
  - Reason (RSA 170-E:7 II)
  - Signatures from Applicant and Official Taking Prints

# How Long Does This Take?

### **Five to Seven Business Days**

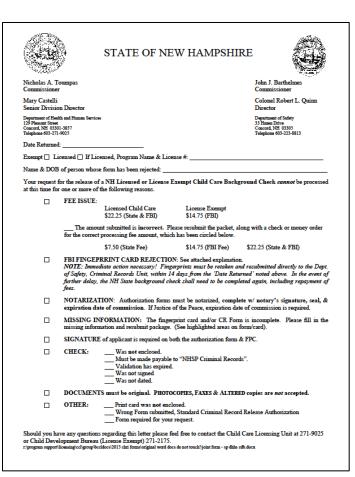
Assuming there are no delays



### **Possible Delays Include:**

- Incorrectly completed forms
- Poorly taken fingerprints
- Missing payments
- Waiting for results
- Rejections

# Rejections



# This notice is attached to forms that cannot be processed

- Reasons Include:
  - Fee Issues or Missing Payments
  - Fingerprint Card Rejections
  - Missing or Incorrect State Form
  - Missing Notarization
  - Missing Signatures
  - Altered or Photocopied Documents

# Fingerprint Rejections



### State of New Hampshire

DEPARTMENT OF SAFETY
John J. Barthelmes. Commissioner of Safety
Division of State Police

James H. Hayes Safety Building, 33 Hazen Drive, Concord, NH 03305 Telephone: 603-223-8813



#### Colonel Robert Quinn Director

#### FBI FINGERPRINT REJECTION NOTICE

The enclosed submitted fingerprint images have been rejected by the FBI for reasons of low quality. A new set of fingerprints will need to be submitted along with the previous rejected prints. Please retain the state background form, which has been completed.

1<sup>51</sup> REJECTION

2<sup>no</sup> REJECTION

Please enclose a payment of \$24.75 when resubmitting a new set of fingerprint images for a 3rd time.

OR

Submit a letter of good standing from the Police Department(s) accounting for last five (5) years of residency, including any out of state residency. Only an option if your prints have been rejected by the FBI twice.

Should you have any questions regarding this letter, please contact our office at (603) 223-3867.

NH STATE POLICE CRIMINAL RECORDS UNIT

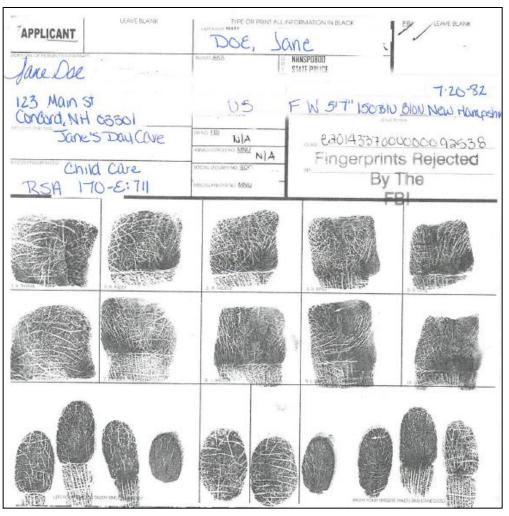
# Fingerprint Rejection Notice is attached to fingerprint results that have been rejected by the FBI

 This form makes note of how many times the applicant's prints have been rejected.
 Third submissions are charged the FBI fee of \$14.75.

# If an applicant's prints are rejected twice, they have the option of obtaining a "Letter of Good Standing"

- This is a letter from the applicant's local Police Department, stating that they have had no negative contact with the Police
- This letter must account for the last five years of the applicant's residency. Letters may be obtained from multiple police departments if necessary.

# Rejected Fingerprint Card



- A rejected ink card will be stamped with "Fingerprints Rejected By The FBI"
- Prints may be rejected because the prints are:
  - Too Dark
  - Too Light
  - Smudged or Smeared
  - Distorted
  - Worn
  - Unreadable
- Missing, amputated, or bandaged digits with no explanation will also result in rejection.

Fingerprint resubmissions should be returned within 14 days of rejection notice.



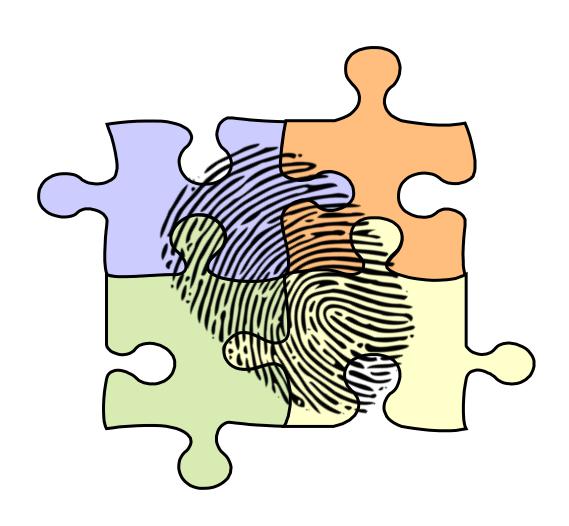
## 2014 Statistics



 192,608 Background Check Requests were received and processed by NHSP Criminal Records

- 7,269 requests were for Applicants to Licensed Child Care Agencies
  - Approximately 4% of the total received

# A CHRI CHECK IS ONLY A PIECE OF THE LICENSING PUZZLE



# Don't Let Your Child Care Agency be the Next Headline...

Day care worker accused of driving drunk with child in car

Sex assault suspect is 'investor' in Windham daycare

WRAL com

Parents want justice after day care death

DAY CARE CENTER OWNER'S

BOYFRIEND CHARGED WITH

SEX CRIMES The Laconia Daily Sun

## **QUESTIONS?**

NH Department of Health & Human Services
Child Care Licensing Unit
129 Pleasant Street
Concord, NH 03301

(603) 271-9025